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DD/S 69-3367

22 JUL 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Midcareerist Follow-up

REFERENCE : DD/S 69-2849 dtd 20 June 1969; same subject

1. This memorandum is for your information only.
2. In compliance with reference, an examination has been made of the Office of Security Midcareerists who have attended previous Midcareer Executive Development Courses. The results of this examination are indicated in attached resume sheets which have been prepared for each Midcareerist concerned.
3. Of the twenty-five (25) Office of Security Midcareerists who have attended previous Midcareer Executive Development Courses, two are deceased, leaving twenty-three (23) presently assigned to the Office of Security. A review of the past and present performance of the twenty-three Midcareerists reveals that only four of them are not considered as officers of GS-15 potential at this time.
4. It may be of interest to point out that in considering candidates to fill Office of Security positions at the GS-13 and 14 grade levels, as well as candidates for external training courses, it is the policy of our Career Service Board to first review our list of Midcareerists before proposed assignments are recommended by the Board to the Head of the Security Career Service. Also, our Midcareerists and especially those who have attended the Midcareer Executive Development Course, are considered when the promotion progress of our professional personnel at the GS-13 level is reviewed by the Security Career Service Board to designate "comers" for early promotion consideration.

[Redacted Signature]

Howard J. Osborn  
Director of Security

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Atts

23 Resume Sheets

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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Participant in Midcareer Executive Development Course - 1963

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NAME :   
YOB : 1917  
EOD : 1951  
GRADE: GS-14 Date of Grade: 1966  
Current Assignment - Branch Chief, OS/SAD

A. Whether or not you consider this Officer of GS-15 potential;

No. Due to the strong competition within the OS Career Service.

B. Whether the career plan for this Officer has been updated;

No. Due to his promotion to GS-14 and age he was withdrawn as a participant in the Midcareer Program.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. He assumed responsibilities of a Branch Chief in Investigations Division in 1965 and was transferred to a Branch Chief position with Special Activities Division in 1968. Both of these assignments were in connection with his planned career development.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

No further plans have been formulated for Subject but he will be considered by the Career Service Board with all other GS-14's when promotions are considered.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Security Officers Field Course - 1964  
Counterintelligence Familiarization - 1964  
Support Services Review Course - 1969  
Subject was enrolled in the first two courses in preparation for an overseas assignment which never developed.

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- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Physical Security Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Do not believe that any would be desirable at this time.

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Participant in Midcareer Executive Development Course - 1963

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NAME :

YOB : 1929

EOD : 1953

GRADE: GS-13

Date of Grade: 1961

Current Assignment: OS/OSD/DChief, Cover Branch

A. Whether or not you consider this Officer of GS-15 potential;

Yes, with further experience and training.

B. Whether the career plan for this Officer has been updated;

No. Plans have not been updated. Plan has been followed except for two training courses which will be scheduled when possible.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. Subject has assumed more responsible positions which were in accordance with his Midcareer plan outline.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

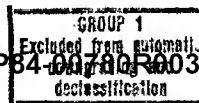
He will be considered with the other GS-13's for promotion to the GS-14 level when these promotional opportunities are considered by the Career Board. He has served in an acting capacity in a position at the GS-14 level.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Subject has not completed all the training contemplated in his Midcareer plan. After completion of these training courses further training will be considered.

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F. What specific additional training you believe either necessary or desirable for his further development;

1. Advanced Management Planning
2. Intelligence Review Course

G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Subject has served overseas under the Clandestine Services and no rotational assignments in non-SS Career positions are deemed desirable at this time.

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Participant in Midcareer Executive Development Course - 1964

25X1  
NAME :   
YOB : 1926  
EOD : 1955  
GRADE: GS-14 Date of Grade: 1964  
Current Assignment: OS/PSD, Chief, Clearance Branch

A. Whether or not you consider this Officer of GS-15 potential;

Yes.

B. Whether the career plan for this Officer has been updated;

No. Under current OS criteria officers are removed from the Midcareer Program upon promotion to GS-14.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. Subject has held positions of SA/DD/PTOS, Chief, DCI Protective Staff and is now assigned as Chief, Clearance Branch, Personnel Security Division. Assignment to these positions was not contemplated in his midcareer plan outline but were made because of his capabilities for performing the functions of these positions.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Subject has recently been assigned to a Personnel Security position to broaden his knowledge as a Generalist. After attaining more experience in this field he will be considered for assignment to more responsible positions commensurate with his more rounded experience.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

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1. Program for Management Development (Harvard)
2. Intelligence Review Course
3. Executive Orientation in PPBS
4. Karate Training

All of these courses were either a part of his plan for career development or desirable because of his assignment.

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Support Services Review Course  
Physical Security Course  
Security Officers Field Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Since Subject has already served in Security positions within the Clandestine Services no assignments outside the Security Career Service are deemed necessary to broaden his perspective or knowledge.

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Participant in Midcareer Executive Development Course - 1964

NAME :   
YOB : 1926  
EOD : 1952  
GRADE: GS-14 Date of Grade: 1964  
Current Assignment: /OSA

A. Whether or not you consider this Officer of GS-15 potential;

Yes. Subject is on the Office of Security "watch" list for future promotion.

B. Whether the career plan for this Officer has been updated;

No. Under current OS criteria officers are removed from Mid-career plans after attaining the GS-14 level.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. Subject has assumed increasingly responsible positions and has recently started an overseas assignment. These assignments have been made for the purpose of broadening his experience and enhancing his capabilities, and were in accordance with his career development plan.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

On completion of Subject's overseas tour he will be considered for more responsible positions if he continues to demonstrate the potential he has in his past assignments. He, also, will be afforded the opportunity for further training.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

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Executive Orientation in PPBS

Support Services Review Course

Audio-Countermeasures Familiarization

Management of Organizations Seminar

Physical Security Course

All of these training courses were related to the requirements of his assignments and career development plan.

- F. What specific additional training you believe either necessary or desirable for his further development;

Operations Familiarization Course

Counterintelligence Operations Course

Advanced Management Planning

ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations-- would be desirable for this Officer;

Subject is now serving overseas in a Security position with OSA and no assignment to a position outside the OS Career Service is deemed desirable.

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Participant in Midcareer Executive Development Course - 1965

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NAME :

YOB : 1928

EOD : 1951

GRADE: GS-14

Date of Grade: 1966

Current Assignment: Deputy Chief, Personnel Security Division

A. Whether or not you consider this Officer of GS-15 potential;

Yes. Subject has demonstrated this potential.

B. Whether the career plan for this Officer has been updated;

Career plan was not updated since under OS criteria Subject was withdrawn from the program upon attaining the GS-14 level.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. Subject has been assigned to more responsible positions including an overseas assignment in accordance with his career plan and has recently been assigned to a position which has been classified at the GS-15 level.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Subject has been assigned to a GS-15 level position.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Management Course  
Inter-Departmental Seminar  
Paramilitary Orientation  
Air Operations Course  
Vietnam Orientation  
Physical Security Course  
Armed Forces Staff College

This training has all been in accordance with the requirements of his assignment.  
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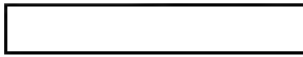
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- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Introduction to Communism  
Intelligence Review Course  
Support Services Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Subject has already served in a Security position within the Clandestine Services and it is not believed that any assignment outside the Security Career Service would be desirable.

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Participant in Midcareer Executive Development Course - 1965

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NAME :   
YOB : 1923  
EOD : 1951  
GRADE: GS-15  
Current Assignment: ADD/PS

Date of Grade - 1966

A. Whether or not you consider this Officer of GS-15 potential;

Yes. Officer has been a GS-15 for three years.

B. Whether the career plan for this Officer has been updated;

No. Subject was withdrawn from the Midcareer Program due to his grade level and age in accordance with OS criteria.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. This Officer has served in a position classified at the GS-15 or above level since 1965. Assignments have been in accordance with his career plan.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Subject has recently completed his overseas tour and upon his return to duty will be assigned to the position of ADD/PS which is classified at the supergrade level of GS-16.

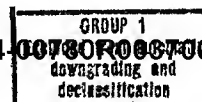
E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Security Officers Review Course  
Physical Security Course  
Tradecraft Course

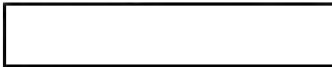
These training courses have all had direct relationship to his assignment.

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- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Intelligence Review Course  
Air War College (Current Nominee)  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Since Subject has already gained knowledge of the Clandestine Services during his overseas tour do not believe that any assignment outside the Security Career Service would be desirable.

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

Participant in Midcareer Executive Development Course - 1965

NAME :   
YOB : 1923  
EOD : 1951  
GRADE: GS-14 Date of Grade: 1968  
Current Assignment: Chief, Sec. Staff,

A. Whether or not you consider this Officer of GS-15 potential;

No. In view of the competition at this level in the Security Career Service.

B. Whether the career plan for this Officer has been updated;

Plan was not updated under OS criteria. Due to promotion and age of Officer he was withdrawn from the program.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. In same year that Subject completed the course he was assigned to two  positions with OSA and was promoted in 1968 because of his performance. The first assignment was in accordance with his career development plan and the advancement to a higher position within OSA was due to the requirement for his capabilities.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Subject has been assigned to an area Security position within DD/S&T upon his return to Headquarters. Further plans for grade advancement have not been made since this Officer is a very junior GS-14.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Operations Familiarization Course

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- F. What specific additional training you believe either necessary or desirable for his further development;

Counterintelligence Familiarization Course  
Advanced Management Planning  
Support Services Review Course  
Intelligence Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Since Subject has already served two tours in Security positions outside the Office of Security no assignment outside the Security Career Service is deemed desirable.

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Participant in Midcareer Executive Development Course - 1966

25X1 NAME :   
YOB : 1926  
EOD : 1955  
25X1 GRADE: GS-13 Date of Grade: 1961  
Current Assignment:  1968

A. Whether or not you consider this Officer of GS-15 potential;

Yes. With further broadening experience and training.

B. Whether the career plan for this Officer has been updated;

No. Career plan has not been updated. However, plan was followed except that overseas assignment was delayed for a year.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. This Officer has now been assigned as the Security Officer at an overseas station according to a career development plan to diversify his experience to facilitate his performance in positions requiring knowledge of all facets of security.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Upon his return from his overseas assignment he will be assigned to a position of greater responsibility. He is one of the GS-13 Security Careerists who is on the Security Career Board "Watch List."

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;



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Intelligence Review Course  
Special Agents Training Course  
Armed Forces Staff College  
Support Services Review Course  
Security Officers Field Course  
Orientation for Overseas

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Physical Security Course  
Operations Familiarization Course  
ADP Orientation Course

- G. What rotational assignments outside your career service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

This Officer is now receiving Clandestine Services experience by serving in a Security position at an overseas station. An assignment to a nonSecurity Career Service position is not deemed desirable.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Participant in Midcareer Executive Development Course - 1966

25X1 NAME :

YOB : 1926

EOD : 1955

GRADE: GS-15

Date of Grade: 1969

Current Assignment: Chief,

25X1

A. Whether or not you consider this Officer of GS-15 potential;

Yes. Officer was promoted to GS-15 in June 1969.

B. Whether the career plan for this Officer has been updated;

No. Subject was withdrawn from the Midcareer Program due to his grade level and age in accordance with Office of Security criteria.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. This Officer is serving in a GS-15 position. Assignments have been in accordance with his career plan.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1 None at this time. Mr.  recently assumed the responsibilities of his assignment as Chief of the  and advancement to positions of greater responsibility will be reviewed at a later date.

25X1

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Support Services Review Course

Executive Orientation in PPBS (CSC)

Security Officers Field Course

Physical Security Course

These training courses have all had direct relationship to his assignment.

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- F. What specific additional training you believe either necessary or desirable for his further development;

Counterintelligence Familiarization Course  
Advanced Management Planning  
Intelligence Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service - for purposes of broadening his perspective or knowledge of Agency operations - would be desirable for this Officer.

Since Subject has already gained knowledge of the Clandestine Services during his overseas tours do not believe that any assignment outside the Security Career Service would be desirable.

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Participant in Midcareer Executive Development Course - 1966

25X1

NAME :   
YOB : 1927  
EOD : 1955  
GRADE: GS-14 Date of Grade: 1967  
Current Assignment: DC, Security Staff, Office of Logistics

A. Whether or not you consider this Officer of GS-15 potential;

Yes. This employee has definite potential to advance.

B. Whether the career plan for this Officer has been updated;

No. Upon promotion to GS-14 Subject was withdrawn from participation in the program in accordance with OS procedures.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Subject was transferred from Chief, Training Branch, OS to Deputy Chief, Security Staff, Office of Logistics in 1968. While both of these positions are at the GS-14 level the transfer was effected to broaden his field of experience. This will better prepare him for more responsible management positions.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

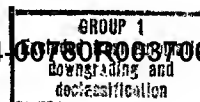
After completion of current assignment this Officer will be considered for an overseas assignment as soon as an appropriate one is available. This will broaden his career development and complete his experience in all phases of Security.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Air Operations Course  
Performance Objectives Workshop

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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- F. What specific additional training you believe either necessary or desirable for his further development;

Counterintelligence Familiarization Course  
Operations Familiarization Course  
Intelligence Review Course  
Advanced Management Planning  
Support Services Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

As stated in "D" above, this Officer should be assigned to a Security career position overseas. This would be preferable to an assignment outside the Security Career Service to promote his career development.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Participant in Midcareer Executive Development Course - 1966

25X1

NAME :   
YOB : 1925  
EOD : 1951  
GRADE: GS-13 Date of Grade: 1961  
Current Assignment: Chief, Security,

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- A. Whether or not you consider this Officer of GS-15 potential;

Yes. With further experience in physical and investigative security subjects.

- B. Whether the career plan for this Officer has been updated;

Career plan has not been updated. It has been followed except that his overseas assignment was postponed for a year.

- C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Subject recently was assigned as Chief of Security,  which has increased responsibilities in all fields of security. This assignment was in accordance with his career development plan.

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- D. What specific plan you have for his further advancement both in grade and to positions of greater responsibility;

After completion of his overseas tour (which just started in June 1969) this Officer will be considered for a Headquarters position at the Branch Chief level.

- E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Income Analyses  
Techniques and Methods of Operations Research  
Intelligence Review Course  
National Interdepartmental Seminar  
Orientation for Overseas

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Counterintelligence Familiarization Course  
Physical Security Course  
Operations Familiarization Course

All courses except the income analyses were targeted toward his overseas assignment.

- F. What specific additional training you believe either necessary or desirable for his further development;

Counterintelligence Operations Course  
Support Services Review Course  
Advanced Management Planning  
ADP Orientation Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

In view of the fact that Subject is now serving as a Security Careerist within the Clandestine Services, an assignment outside the Security Career Service would not be necessary or desirable for his career development.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Participant in Midcareer Executive Development Course - 1967

25X1

NAME :   
YOB : 1926  
EOD : 1955  
GRADE: GS-13 Date of Grade: 1963  
Current Assignment: Security Officer, OSA

A. Whether or not you consider this Officer of GS-15 potential;

Yes. With additional experience and training.

B. Whether the career plan for this Officer has been updated;

Plan has not been updated but will be reviewed in the near future.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. This Officer has recently been assigned to a GS-14 position in OSA. This assignment will enable him to broaden his Security experience. This assignment must be considered as a "target of opportunity" assignment since his career development plan provided for an overseas tour which has not materialized due to family medical problems.

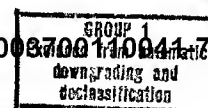
D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

This Officer is on the Security Career Service "watch list" and will be advanced to positions of greater responsibility if his development continues to progress as it has in the past.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None.

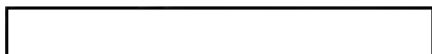
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- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Physical Security Course  
Security Officers Field Course  
Operations Familiarization Course  
ADP Orientation Course  
Technical Training Course

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Do not believe that any assignment outside the Security Career Service is desirable. Development can best be achieved by his continued assignment to a Security position located outside the Support Directorate.

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

Participant in Midcareer Executive Development Course - 1967

25X1 NAME :   
YOB : 1925  
EOD : 1951  
25X1 GRADE: GS-13 Date of Grade: 1961  
Current Assignment: OS  Washington, D. C.

A. Whether or not you consider this Officer of GS-15 potential;

No. His fields of interest do not appear to be broad enough for a senior management position.

B. Whether the career plans for this Officer have been updated;

Plan has not been updated but must now be reviewed for revision or cancellation.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

No. Subject has been working in the general field of audio-surveillance the entire period since attending the course. However, the demands of the position have increased during this period.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

At present no plans have been formulated for this Officer's advancement. However, Subject has requested a future assignment in the audio-countermeasures field.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None.

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

25X1



(Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

If this Officer desires to broaden his Security spectrum he should be given Management Planning, Physical Security, Counterintelligence and Intelligence Review Courses.

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Do not believe that any rotational assignment outside the Security Career Service would be desirable.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

Participant in Midcareer Executive Development Course - 1967

25X1

NAME :   
YOB : 1925  
EOD : 1951  
GRADE: GS-14 Date of Grade - 1967  
Current Assignment:

A. Whether or not you consider this Officer of GS-15 potential;

Yes, with more diversified experience and training.

B. Whether the career plan for this Officer has been updated;

Plan has not been updated since, in accordance with Office of Security procedure, Subject was withdrawn from participation in the program after attaining the GS-14 grade level.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

Yes. Subject has recently been assigned to a senior Security position overseas in a proprietary project. This was the second step in his career development plan.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

This Officer will probably (in accordance with present policy) be kept in his present assignment for a period of five years. At the end of this tour he will return to Headquarters and be assigned to an appropriate position commensurate with his abilities.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Executive Orientation in PPBS  
Special National Security Seminar  
Basic German Language

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

25X1

(Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

After this Officer's tour abroad he should be given review courses in Management, Physical Security Operations, and Intelligence.

- G. What rotational assignments outside your Career Service -- for purposes of broadening his perspective or knowledge of Agency operations -- would be desirable for this Officer.

Since this Officer is serving in a Security position within the Clandestine Services he is gaining experience in overseas operations and therefore no assignment outside the Security Career Service would be desirable for his career development.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Participant in Midcareer Executive Development Course - 1967

25X1 NAME [REDACTED]  
YOB : 1926  
EOD : 1952  
GRADE: GS-14  
Current Assignment: Deputy Chief, [REDACTED]

25X1

A. Whether or not you consider this Officer of GS-15 potential;

Yes, with additional diversified experience.

B. Whether the career plans for this Officer has been updated;

No. This Officer was withdrawn from participation in this program prior to the half-way mark due to his promotion to GS-14.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1 [REDACTED] has served as the Deputy Chief of the overall management of  
25X1 Project [REDACTED] since 1966 and has made an outstanding contribution  
in the operation of the [REDACTED] in the development of its  
proprietary project efforts. The assignment for this entire period was  
not in accordance with his career development plan but has been  
continued due to the requirement for his special abilities in this field.

25X1

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1 It is planned to assign [REDACTED] at the Managerial level in his next  
assignment. He is on the Security Career Service "watch list" and  
the steady development of this fine officer is of primary importance to  
the Career Service.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None.

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25X1

[REDACTED] (Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Intelligence Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service - for purposes of broadening his perspective or knowledge of Agency operations - would be desirable for this Officer.

25X1

[REDACTED] has served in Security positions within the DD/P at two overseas stations and was exposed to sensitive DDP operations. Assignment to positions outside the Security Career Service would not be desirable from a career development standpoint.

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Participant in Midcareer Executive Development Course - 1967

25X1

NAME :   
YOB : 1925  
EOD : 1950  
GRADE: GS-13  
Current Assignment: Personnel Security Division, Special Assistant

A. Whether or not you consider this Officer of GS-15 potential;

Yes, with additional diversified experience.

B. Whether the career plans for this Officer have been updated;

No, but it will be reviewed in the near future since it has recently passed the half-way mark.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1

was assigned to the Personnel Security Division as a Special Assistant in March 1969, as part of his planned development. His previous assignments were in a specialized field as an Interrogation Officer and it is believed that his present assignment will develop his potential for assuming positions of more responsibility.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1

It is anticipated that  will be assigned positions at the GS-14 level in his next assignment based on his demonstrated performance.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Support Services Review Course

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

25X1

[ ] (Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Intelligence Review Course  
Advanced Management Planning  
ADP Orientation Course

- G. What rotational assignments outside your Career Service - for purposes of broadening his perspective or knowledge of Agency operations - would be desirable for this Officer.

Assignments in Security positions in the DD/P or DD/S&T would be beneficial to the development of [ ] upon completion of his present assignment to broaden his overall knowledge of the organization. However, assignment to positions outside the Security Career Service is not deemed desirable.

25X1

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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Participant in Midcareer Executive Development Course - 1967

25X1 NAME : [ ] (Staff Agent)  
YOB : 1927  
EOD : 1955  
25X1 GRADE: GS-14 Date of Grade: 1966  
Current Assignment: [ ]

A. Whether or not you consider this Officer of GS-15 potential;

Yes, with further diversified experience and training.

B. Whether the career plan for this Officer has been updated;

No. This Officer is now completing his second year of an anticipated five year Staff Agent assignment abroad. He was withdrawn from participation in the program due to his promotion to GS-14 in accordance with current OS policy.

C. Has this Officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1 Mr. [ ] was assigned as a Security Officer with [ ] in 25X1  
25X1 [ ] in July 1967 and it is expected that his tour will cover five years in this assignment. This overseas tour was in accordance with his career development plan.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

Upon completion of his five-year tour in [ ] and in accordance 25X1  
with his Midcareer Plan, Mr. [ ] will be considered for 25X1  
assignments at the Branch level at Headquarters at the Managerial level.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

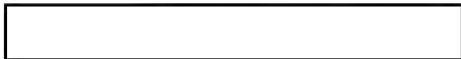
Basic Photography Course  
China Familiarization Course  
Security Officers Field Course

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25X1



(Staff Agent) - Continued

- F. What specific additional training you believe either necessary or desirable for his further development;

Counterintelligence Familiarization Course  
Physical Security Course  
Operations Familiarization Course  
Advanced Management Planning  
Intelligence Review Course  
Support Services Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service - for purposes of broadening his perspective or knowledge of Agency operations - would be desirable for this Officer.

This officer will receive experience in his overseas assignment in other career service operations and an assignment outside his Career Service would not be considered desirable.

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Participant in Midcareer Executive Development Course - 1968

25X1 NAME :   
YOB : 1929  
EOD : 1956  
GRADE: GS-13 Date of Grade: 1963  
Current assignment: Chief, A&TS/Training Branch

A. Whether or not you consider this officer of GS-15 potential;

Yes. He has this potential in more than one field of Security.

B. Whether the career plan for this officer has been updated;

No. This officer completed all training contemplated in his plan but has been assigned training functions rather than Interrogation duties. Subject has been recommended for promotion and if promoted will be withdrawn from participation in this program.

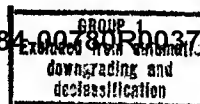
C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1  presently occupies a GS-14 position as Chief of the Training Branch. He has held this position since April 1968 and it is expected that he will complete three years in this assignment. This assignment was not in accordance with his Career Development plan but his selection was based on his apparent ability in this field. This selection has been an excellent one both from an Office and a career development standpoint.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1  is on the Security Career Service "watch list" and receives consideration regularly by the Career Board for key assignments both at Headquarters and overseas. On completion of his present assignment, and in accordance with his Midcareer Plan,  will be assigned at an overseas post or to a Senior  Security Officer's position.

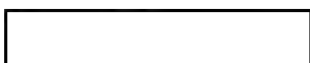
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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

25X1



(Continued)

- E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Training Officers Orientation  
Advanced Management Planning

- F. What specific additional training you believe either necessary or desirable for his further development;

Support Services Review Course  
ADP Orientation Course  
Air Operations Course  
Conference Techniques Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge or Agency operations--would be desirable for this officer;

25X1

25X1

[redacted] served with the DDP in Security overseas assignments at [redacted] Prior to his present assignment he served with the Office of Training as Chief Instructor for the Operational Interrogation Course. Rotation to an assignment outside the Career Service is not deemed necessary or desirable for this officer.

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

Participant in Midcareer Executive Development Course - 1968

25X1 NAME :   
YOB : 1929  
EOD : 1956  
GRADE: GS-13 Date of Grade: 1966  
Current Assignment: Training Officer/A&TS

A. Whether or not you consider this officer of GS-15 potential;

Yes. With additional diversified experience.

B. Whether the career plan for this officer has been updated;

No, but plan will be reviewed at the half-way mark in accordance with regulations.

C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1  was assigned to his present position as Training Officer on 14 July 1969. This assignment will round out this fine Officer's career and better prepare him for more responsible assignments at the Branch Chief level. This new assignment was not in accordance with his career plan but the selection was made because of qualifications for this assignment.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

If this officer progresses as his qualifications indicate, he will advance in this assignment to the position of Branch Chief, which is at the GS-14 level.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None

25X1

[REDACTED] (Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Operations Familiarization Course  
Counterintelligence Familiarization Course  
Physical Security Course  
Security Officers Field Course  
Advanced Management Planning  
Support Services Review Course  
ADP Orientation Course  
Effective Speaking Course  
Training Officers Orientation Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge of Agency operations--would be desirable for this officer;

25X1

Upon completion of his present assignment, and in accordance with his midcareer plan, [REDACTED] will be considered for assignment to an overseas Security position within the Clandestine Services. It is, therefore, not desirable to consider him for a position outside the Security Career Service.

Participant in Midcareer Executive Development Course - 1968

25X1 NAME :   
YOB : 1924  
EOD : 1955  
GRADE: GS-14 Date of Grade: 1969  
Current assignment: Chief, Security Staff,

25X1

A. Whether or not you consider this officer of GS-15 potential;

Yes, with further diversified training.

B. Whether the career plan for this officer has been updated;

No. It is scheduled to be reviewed to determine any modifications that are appropriate.

C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1  was selected in February 1969 for assignment with IOS at Headquarters in August at the Branch Chief level. His present assignment is being extended from August 1969 to February 1970 since his replacement was recently accepted for attendance at the Armed Forces Staff College at Norfolk, Virginia, from August 1969 to January 1970.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1  was promoted to the GS-14 level on 26 January 1969. He is being reassigned to the Investigations and Operational Support complex at the Branch Chief level in accordance with his career plan and can be expected to further develop in this assignment for advancement to positions of greater responsibilities.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None



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25X1

[REDACTED]

(Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Support Services Review Course  
Counterintelligence Familiarization Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge of Agency operations--would be desirable for this officer;

25X1

[REDACTED] has served as a Security Officer in WH Division and with NPIC at Headquarters and at an overseas station in [REDACTED]  
No additional rotational assignments are planned for him at this time.

25X1

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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

Participant in Midcareer Executive Development Course - 1968

25X1

NAME : [REDACTED]

YOB : 1928

EOD : 1952

GRADE: GS-13

Date of Grade: 1961

Current Assignment: Investigator, [REDACTED]

25X1

A. Whether or not you consider this officer of GS-15 potential;

Yes. With more diversified experience.

B. Whether the career plan for this officer has been updated;

No. But plan will be reviewed at the half-way mark in accordance with regulations.

C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

25X1

[REDACTED] has been serving in his present assignment as Acting Chief of the Operations Branch of the [REDACTED] since September 1968. He has responsibilities for supervising three professionals in this assignment. He has a well-rounded background in the Security Career Service and this assignment handling proprietary organizations on operational cases will further broaden his background and overall value to the Service. This is in accordance with his career development plan.

25X1

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1

[REDACTED] progression will be based on his demonstrated performance and flexibility in this assignment as compared with others of this grade level. It is expected that he will develop further in his present assignment and advance to the GS-14 level.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110041-7

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25X1

[Redacted]

(Continued)

- E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

Support Services Review Course  
Tradecraft and Counterintelligence (Tutorial)

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Operations Familiarization Course  
Security Officers Field Course  
Physical Security Course  
Intelligence Review Course  
ADP Orientation Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge of Agency operations--would be desirable for this officer;

25X1

[Redacted] is a seasoned Security Officer having served on assignments in the DDP, and with OSP. In accordance with his Midcareer Plan, it is planned that he be assigned overseas in a Security Career position within the Clandestine Services. It is, therefore, not desirable to consider him for a position outside the Security Career Service.

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Participant in Midcareer Executive Development Course - 1969

25X1 NAME :   
YOB : 1930  
EOD : 1955  
GRADE: GS-13 Date of Grade: 1967  
Current assignment: Investigator, Investigations Division

A. Whether or not you consider this officer of GS-15 potential;

No.

B. Whether the career plan for this officer has been updated;

No. It will be reviewed at the half-way mark to determine any modifications that are appropriate.

C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

No.

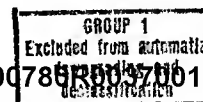
D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

25X1  progression will be based on his demonstrated performance and flexibility as compared with others at his grade level, in future assignments. He has good potential to assume positions of greater responsibility but his career to date has been largely limited to Investigative work. It is planned to develop this officer through additional on-the-job and formal training and assign him overseas as a Security Officer generalist in accordance with his career plan.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None

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25X1

(Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Security Officers Field Course  
Physical Security Course  
Operations Familiarization Course  
Counterintelligence Familiarization Course  
Advanced Management Planning  
ADP Orientation Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge of Agency operations--would be desirable for this officer;

Assignment to the DDP for on-the-desk experience prior to assignment overseas. Not desirable to consider him for a position outside the Security Career Service.

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Participant in Midcareer Executive Development Course - 1969

25X1

NAME :   
YOB : 1930  
EOD : 1956  
GRADE: GS-13 Date of Grade: 1966  
Current assignment: Security Officer, SB Division

A. Whether or not you consider this officer of GS-15 potential;

Yes.

B. Whether the career plan for this officer has been updated;

No. It is scheduled to be reviewed to determine any modifications that are appropriate.

C. Has this officer, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of his "planned" development as opposed to his being available as a "target of advancement opportunity" arose;

No, since he just completed it on 20 June 1969.

D. What specific plans you have for his further advancement both in grade and to positions of greater responsibility;

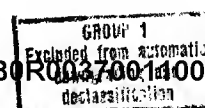
25X1

is on the Security Career Service "watch list" and is given consideration regularly by the Career Board for key assignments, both at Headquarters and overseas. He was assigned to his present position, a new GS-14 position, in May 1968, and he was recommended for promotion and will be promoted to GS-14 in this assignment. Upon completion of tour in SB Division, he will be considered for an overseas assignment in accordance with his Midcareer plan.

E. What additional training has been provided for him since the completion of the Midcareer Course and the relationship of his training to his assignments and development in your Service;

None at this time.

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25X1

[REDACTED] (Continued)

- F. What specific additional training you believe either necessary or desirable for his further development;

Advanced Management Planning  
Intelligence Review Course  
Physical Security Course  
Operations Familiarization Course  
Counterintelligence Familiarization Course

- G. What rotational assignments outside your Career Service--for purposes of broadening his perspective or knowledge of Agency operations--would be desirable for officer;

In his present assignment with the SB Division, [REDACTED] is working with DDP components and officers at all grade levels and is exposed to sensitive DDP operations. Not desirable to consider him for a position outside the Security Career Service.

25X1

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